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OSD 24	USIA	NSA 3
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DEPARTMENT OF STATE

AIRGRAM

DAT-T 6 LIBYA

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A-162 NO.

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TO : Department of State

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DEPARTMENT OF STATE
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ANALYSIS BRANCH

FROM : Amembassy TRIPOLI

DATE: October 12, 1972

SUBJECT: Ministry of Petroleum Resolution No. 128 Regarding Employment with Oil Companies

REF : Tripoli A-123 of August 2, 1972

Enclosed is an unofficial translation of the LARG Ministry of Petroleum's Resolution No. 128. This resolution is an expansion and clarification of certain provisions of the recently promulgated RCC Decree No. 92 (reported in refair).

Chapter 1 of Resolution No. 128 defines the managerial, senior, technical and specialized posts for which the Petroleum Minister's work permit is required. Chapters 2 and 3 cover procedures for application for permits and their renewal.

COMMENT: Though essentially a routine administrative amplification, Resolution No. 128 does present two interesting aspects. First, one is struck by the all-embracing character of the definition of "supervisory personnel." Second, the permit application procedure involving the submission of extensive data on each employee will give the LARG an excellent inventory of skills and experience of senior Libyan employees in the oil industries.

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Enclosure: ack-wt
Translation of Resolution No. 128

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FORM 4-62 DS-323

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Drafted by: ECON:JRCountryman:s (10/11/72)

Contents and Classification Approved by: DCM-HGJosif

Clearances:

REVIEWED BY c DATE 3/4/82

[redacted]

EXCEPTIONS

Enclosure to Tripoli A-162

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September 1, 1972.

Annexure I to Monthly Bulletin of Sep., 1972

Resolution No.128 of 1972 By The Minister Of Petroleum Governing The Executive Procedures Of Law No.92 of 1972 Determining Certain Provisions On Employment In Oil Companies.

The Minister of Petroleum

Having seen law No.92 of 1972 determining certain provisions on employment in oil companies, and

acting on the presentation of the Under Secretary

hereby decides

Chapter One

Definition of managerial, senior, technical or specialized posts, in companies operating in the oil and by-products industry, which are subject to the Minister's permit.

Article 1

Managerial posts cover all posts which are related directly to the management of activities of the company, participation in the formulation of its general policies, systems, projects and work programs, proposal and approval of its budgets, making of decisions to put this into effect or to follow it up. Managerial posts include the posts of president, general manager of the company, his deputy or deputies, chairman of the board of directors or committees of similar nature and powers, and executive committees and posts the occupants of which have the

authority of permanently representing the company as heads of its branch offices in the Libyan Arab Republic.

The definition of managerial posts referred to in the preceding article applies to all persons occupying said posts whether on full time basis or in addition to other main posts in the company's cadre.

Article 2

The senior posts include all posts of managers or heads of the various technical and administrative departments, their deputies and assistants, managers of terminals and oil fields, heads of sections and offices, supervisors or controllers, leaders of camps, groups, teams and offices which constitute every department.

Article 3

The technical and specialized posts, the occupants of which are required to have a certain amount of scientific knowledge and technical experience which qualify them to take part in the work, advise on the development of work, and properly perform their duties. They include the following posts :

A. Technical Advisors in the fields of exploration, production, transport, safety and other technical works relating to the oil and by-products industry.

B. Legal, financial, economic and administrative advisors.

C. Chartered auditors, tax specialists, personnel specialists including classification of salaries, training and services.

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D. Holders of high and university qualifications on their first appointment.

Article 4

The determination of managerial, senior, specialized and technical posts shown in the preceding articles shall apply to any post of the same level or grade of the aforementioned posts according to the establishment of every company even in cases where the post is not of supervisory nature.

Chapter Two

Applications for permit or renewal

Article 5

The application for permit of employment or continuation of service in the posts mentioned in the preceding articles shall be submitted to the Employment and Training Department in the Ministry of Petroleum on Form No.1 annexed hereto.

Article 6

The application for permit must be accompanied by the following documents :

1. Educational qualifications or official copy thereof.
2. Official certificate of training courses, if any.
3. Official certificate of periods of previous service.

Article 7

The applications shall be recorded in a register prepared for the purpose at the Employment and Training Department, in

accordance with Form 2 annexed hereto.

The serial registration number of the application and date and hour or submission must be recorded on the application.

The Employment and Training Department shall prepare a special file for every person in which his permit documents, renewal document's and other related papers are filed.

Article 8

The applicant shall be given a receipt to include the following information :

1. Serial registration number of the application and date and hour of submission.
2. Name, surname, profession and place of residence of applicant.
3. Name of company in which he requests permission for employment or extension of service.
4. Signature of official who received the application.

Article 9

The Employment and Training Department shall be authorized to request submission of missing documents within 10 days from the date registration by registered letter with acknowledgement of receipt.

Article 10

The Employment and Training Department shall study the applications and documents appended thereto and refer them together with its comments to the Minister of Petroleum.

The Department shall notify those concerned of the decisions taken in respect of applications submitted by them, whether rejected or accepted within 15 days from the date of issue of the Minister's decision..

Article 11

The permit shall be issued by decision of the Minister of Petroleum on Form-3 appended hereto for a period of one year and not more than three years renewable.

Article 12

The permit may be renewed and the person concerned shall submit an application to the Employment and Training Department on attached Form-4. The provisions of the preceding articles shall apply to the renewal of permit. Permit of renewal shall be issued by decision of Minister of Petroleum on attached Form-5.

Chapter Three

Special and Final Provisions

Article 13

The condition of obtaining permit for employment in oil companies in managerial, key, technical or specialised posts determined in Chapter One of this decision shall apply to the following categories :

A. Persons who occupied one of said posts on 25 Jumada Oula 1392 (6.7.1972) the date of coming into force of Law No.92 of 1972 referred to above.

B. Persons promoted to said posts after the date of coming into force of said law.

C. New nominees to any of said posts after the date of coming into force of said law after the initial procedures of accepting them by the company concerned are completed.

Article 14

The person who is subject to obtaining a permit from the Minister of Petroleum under the provisions of law No.92 of 1972 referred to above and the provisions of this decision and the person in charge of the management of the company in which he serves or wishes to continue his services therein shall each be responsible for any contravention pertaining to failure in obtaining the said permit. Each of them shall in case of contravention bear the penalties prescribed in Article 9 of Law No.92 of 1972.

Article 15

This decision shall come into force on its date of issue and the Under Secretary shall put it into effect. This decision shall be published in the official gazette.

Izzedine El Mabrouk.
Minister of Petroleum.

Issued on 24 Jumada Thani 1392

3 August 1972

Ministry of Petroleum

Employment and Training Department

Application for work permit or extension of service in companies operating in the oil and by-products industry.

1. Personal information and post

Name of applicant

Name_____ Father's name_____

Family name_____

Place and date of birth_____

Home Address _____

Telephone number (if any) _____

Sex: Male/Female

Name and address of company to which he applies for employment or continuation of service

_____

_____

Title and number of post which he occupies_____

for which he applies if new _____

2. Academic qualifications:

Field of study or training courses.	Date of graduation, period of study or course period.	Authority which granted the degree or place of study or course.	Study or course results (mention qualification or degree obtained).

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List of documents accompanying the application

Serial No.	Number	Subject of document	Date	Remarks

3. Order of all posts occupied or jobs performed by you in the past (starting with the last job or your current job if any).

Post	Place of work.	Period spent in said post		Description of duties (and jurisdictions of the post.
		From	To	

4. Details of the current post if an employee of the company or description of post to which you are nominated.

   1. Title and duties of the post:

   2. Place of current job or the job to which you are nominated :

   3. Grade or category of post:

5. Salary and allowances:

Monthly salary or daily wage		Monthly allowances and remunerations		Grand Total
Monthly salary	Daily Wage	Type of allowance or remuneration.	Value per month	

I, _____ do hereby declare that the information in this form is correct.

Signature of applicant_____

Signature of Employee Relations Manager or his deputy _____

Date_____ Corr. to _____

Seal of the company.

This form must be submitted in triplicate.

For official use:

1. Serial No. of application_____
2. Date of submission of application_____
   Hour " " " " _____
3. Signature of official who received it____

Ministry of Petroleum
Tripoli, L.A.R.

Directorate General of Employment
and Training.

Form No. 4

Application for renewal of work permit involving a managing, key, technical or specialized post in companies operating in the oil and by-products industry.

Serial Registration No.

Applicant's name and surname:

Name, type and address of company:

Ex-Permit number and date:

Type of post:

Required period of renewal:

Reasons for renewal:

Company's opinion (Signature of General Manager or Director General of Personnel):

Information for managements use:

Signature of official who received the application:

Decision: